

Supervisory, Management, & Leadership Development Progression



Building University of Iowa Leadership for Diversity (BUILD)

BUILD is a collaborative initiative led by the Division of Diversity, Equity, and Inclusion and Organizational Effectiveness, along with the contributions of many of campus thought leaders.

Program	Supervising Today's Students Partner Program	Supervising @ Iowa	Performance Management Miniseries	Advanced Management Series	UI LEAD- Intercollegiate Cohort	Executive Leadership Academy-Higher Ed	DEO-Academic Leadership Program Partnership w/Provost
Audience	w/Pomerantz Career Center and UI STEP Faculty and staff who hire, onboard, develop and lead student employees; No application needed	Front-line staff leaders with functional supervision of staff can apply or be nominated	Emerging to mid-level staff leaders with administrative management of staff can apply or be nominated	Emerging to mid-level staff leaders with administrative management of staff can apply or be nominated	Current faculty and staff leaders in expanding roles can apply or be nominated	Mid-to-senior faculty and staff leaders can apply or be nominated; UI Health Care runs a separate ELA	Provost Office coordinates enrollment for incoming, 1st year faculty department chairs and associate deans
Format	<ul style="list-style-type: none"> Classroom Self-paced (take any 6 of 9 courses-does not need to be within one semester) Open enrollment by course via Self Service 	<ul style="list-style-type: none"> Classroom Campus-wide cohort Case discussion group Self-assessment Offered Spring and Fall semester 	<ul style="list-style-type: none"> Classroom Can take in advance of the Advanced Management Series Offered each semester 	<ul style="list-style-type: none"> Classroom Campus-wide cohort Case discussion group Goal setting with one's leader(s) Self-assessment Offered Jan-June 	<ul style="list-style-type: none"> Roundtables with leadership Topical workshops Case discussion groups Cohort-led discussions Self and 360 assessments Executive coaching Offered May-Aug 	<ul style="list-style-type: none"> Classroom (UI and external presenters) Executive coaching Leadership cohort Project and service learning field work Self and 360 assessments Portfolio Offered Sept-May 	<ul style="list-style-type: none"> Classroom (UI facilitators) Case discussion group Executive coaching Resource referral Self-assessments Cohort socials Offered Aug/Sept-May
Topics	6, 1.5 hr. sessions: <ul style="list-style-type: none"> Pre-Employment Process Coaching How Students Learn Effectively Leading Students Boosting Student Workplace Performance with StrengthsFinder Conflict Management Generational Engagement Supervising International Students, & More! 	1 ICON online course 4 electives 7, 2.5 hr. core sessions: <ul style="list-style-type: none"> UI Supervisor Fundamentals The Engaged Employee Developing and Leading a Diverse Team Coaching for Improved Performance Understanding and Applying Work Styles Building Strong Relationships... Conflict Management 	3 workshops: <ul style="list-style-type: none"> Your Role in Supporting Staff Performance Communicating for Performance Managing for Improvement 	11 workshops; multiple case discussion sessions <ul style="list-style-type: none"> Ethics...& Insight DISC Management Conflict Management Work Organization & Time Management Motivating the Elephant Process Improvement Emotional Intelligence & Diversity Your Role in Supporting Staff Performance Managing for Improvement Communicating for Performance Integrated Health Mgmt. 	Customizable learning objectives and topics 2 roundtables with deans and senior associate deans, and participants' supervisors 4, 1:1 coaching sessions 4 group workshops: such as <ul style="list-style-type: none"> Defining leadership vision Strengths-based Leadership DISC Management Other topics determined by cohort 	1, 2-day onboarding 5, 2-day immersions 5, coaching sessions 8, monthly ½ day project support sessions Quarterly Mentor meeting <ul style="list-style-type: none"> Transformational Leadership Direction Setting Engaging Others Resource Alignment Organizational Structure Project Management Participant cohorts work on UI strategic initiatives and present outcomes to campus at close	4, 1-2 hr. coachings 6, 1.5 hr. cohort sessions <ul style="list-style-type: none"> Becoming & Being an Academic Leader Leading through the Faculty Life Cycle Leading an Academic Department/College Leading Data & Change Diversifying the Professoriate Educational Leadership beyond the Department Additional opportunities: DEO Breakfasts and workshops
Fee	\$0 for UI employees	\$0 for UI employees	\$0 for UI employees	\$200 for UI employees	\$485 for UI employees	\$2000 for UI employees (scholarship available)	Supported by Office of the Provost
Contact hours	9 hrs. in class	24 hrs. in class	9 hrs. in class	33 hrs. in class	14-18 hrs. in class + 4 hrs. coaching	81 hrs. in class + 6 hrs. coaching + team projects	9 hrs. in cohort sessions + 4-8 hrs. coaching
Timeline to Finish	Self-paced	4 months for core w/2 yrs. for electives	1 month, typically	6 months	4 months	9 months	10 months

Did you know?

Learn from vibrant leaders online through [LinkedIn Learning](#). New classes are added weekly! Try Hootsuite's Ryan Holmes on *Social Leadership*, or Sara Canaday's *Balancing Multiple Roles as a Leader*. Over 8,200 leadership/management courses are truly at your fingertips!



- Our website also offers UI resources, like new supervisory onboarding courses (ICON), and an Individual Leadership Development Plan with video showing how leaders and their supervisors can effectively talk about goals and options.
- We help colleges and divisions maximize their talent identification and development strategies, and enhance team and cross-team effectiveness. Our Organizational Development (OD) work includes [leadership and team development](#) and is provided as part of OE's [consultation services](#), in partnership with your local HR Leadership. With research-based work to inform our consultation, training, and tools, we support you in facilitating strategic direction, alignment, and commitment.
- We link faculty and staff to state and regional women's leadership development [Iowa Women Lead Change \(IWLC\) events](#) and Corridor Women Connect opportunities, such as for [ELEVATE](#), a year-long emerging leadership program in the ICR.
- We connect UI faculty and staff to events and professional networks regional and state events for purposes of retaining talent at the University of Iowa. Examples include the [Association for Talent Development](#), the [Iowa Lean Consortium](#), the [Iowa Quality Center](#) and the [Society for Human Resource Management](#).
- We partner with colleges and divisions, the [Office of the Provost](#), the [Division of Diversity, Equity, and Inclusion](#) and local providers for collaborative programming.
- We are certified and experienced in the fields of: leadership coaching, change management, organizational development, and human resources. We've facilitated programs and assessments including: DISC, Franklin Covey (7 Habits, Speed of Trust), Getting Things Done, The Leadership Challenge, MBTI, StrengthsFinder, Success Principles, Vital Smarts (Crucial Conversations, Influencer), 360, and org-level assessments.
- We've won national awards (2017, 2018, and 2019) in [Customized Leadership & Organizational Development Programming at the LEAD Awards](#) from HR.com.

It is our vision that the University of Iowa will have leaders at all levels who develop themselves and others to achieve peak performance. Our mission is to move individuals to the next level of professional leadership and to improve the effectiveness of leadership teams.

Find us: <https://hr.uiowa.edu/development/leadership-development> | Contact us: oe-leader@uiowa.edu | 335-2687

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Learning and Development AND Leadership Development are teams within Organizational Effectiveness, a unit of University Human Resources